



Pearl Meyer

2025 Independent Colleges and Universities Executive Compensation and Benefits Survey

The Independent Colleges and Universities Executive Compensation and Benefits Survey can help you attract and retain top talent.

Independent Colleges and Universities Executive Compensation and Benefits Survey

Pearl Meyer's Independent Colleges and Universities Executive Compensation and Benefits Survey provides you the depth of data you need to evaluate your top executive compensation and benefits practices for 15 executive positions.



Comprehensive

- + Approximately 1,000 Executives
- + Exclusive insight into Peer Compensation and Benefits Practices



Credible

- + 15 top executive positions
- + 94 Colleges and Universities
- + Rigorous Quality Assurance Process



Customized

- + Dedicated account manager
- + Online tools for easy data submission and analysis

The Independent Colleges and Universities Executive Compensation and Benefits Survey provides you with a best-in-class compensation information solution, offering you a rare combination of accuracy and affordability. All elements of the employee pay package are collected and reported giving you the information needed to analyze your competitive position and compensation mix from a total compensation perspective.

Survey results validate your compensation strategy and enable you to:

- + Analyze compensation trends by Total Operating Budget, Full Time Student Enrollment, Endowment Market Value, and Carnegie Classification
- + Understand if your organization's salaries and bonuses are competitive in relation to your peers.
- + Isolate key pieces of data based on your unique needs.



Comprehensive

You will be assigned a dedicated account manager to walk you through the survey submission process, making it easy to integrate and match your information to our database.

Our account managers have several years of survey experience, ensuring you receive the highest quality of guidance and confidentiality.

- + Base Salary and Total Cash
- + Short Term Incentives
- + Paid Time Off
- + Total Cost of Benefits
- + Basic Life Insurance
- + Long Term Disability Insurance
- + Contract Plan information
- + Severance Plans

President

Chief Executive Officer responsible for the direction of all operations of a campus or an institution of higher education. Reports to a Board of Directors/Trustees.

Participant Reported Degree of Job Match		
Less Than	Close Match	More Than
0.0%	98.9%	1.1%

Operating Budget						
	Count	Stat	Average	25th	50th	75th
More than \$25m	7	Base Salary	\$267,479	---	\$266,020	---
		Total Cash	\$283,950	---	\$268,820	---
\$5m - \$50m	13	Base Salary	\$373,947	\$312,120	\$358,938	\$455,000
		Total Cash	\$389,617	\$325,000	\$358,938	\$455,000
Less than \$500m	25	Base Salary	\$355,423	\$328,860	\$350,000	\$375,000
		Total Cash	\$368,592	\$333,091	\$355,000	\$376,000

PTO Plan Information

PTO Plan Type

	Total Number Reporting	Single Pool of Days	Separate Vacation, Personal & Sick Days	Other
President	80	15.0%	77.5%	7.5%
Chief Academic Officer/ Provost	80	18.8%	76.3%	5.0%
Executive Vice President	18	38.9%	44.4%	16.7%
Chief Financial/ Business Officer	76	18.4%	80.3%	1.3%
Chief of Staff	38	18.4%	78.3%	5.3%
Chief Student Affairs Officer	71	18.3%	77.5%	4.2%
Chief Enrollment Management Officer	76	19.7%	77.6%	2.6%
Chief Advancement Officer	77	13.0%	81.8%	5.2%
Chief Information Officer	71	19.7%	76.1%	4.2%
Chief Human Resources Officer	74	17.8%	78.4%	4.1%

Access to Detailed Data

94

Participating Institutions

15

Positions

1K+

Executives

Key Data Reported:

- + Base Salary and Total Cash
- + Short Term Incentives
- + Benefits Information

Job Positions

Athletic Director
 Chief Academic Officer/ Provost
 Chief Advancement Officer
 Chief Enrollment Management Officer
 Chief Financial/ Business Officer

Chief Human Resources Officer
 Chief Information Officer
 Chief Investment Officer
 Chief Mission Officer
 Chief of Staff

Chief Student Affairs Officer
 Executive Vice President
 Legal Counsel
 Marketing/Public Relations Executive
 President

Who Participates?

Join 94 institutions who rely on our in-depth data to make critical compensation decisions.

2024 List of Participants

Albertus Magnus College	Lafayette College	Trinity Christian College
American College of Greece	Lane College	Trocaire College
Augustana College	Le Moyne College	University of Evansville
Babson College	Lesley University	University of Massachusetts Medical School
Bay Path University	Lewis University	University of Northwestern - St. Paul
Benedictine University	Lipscomb University	University of Pikeville
Berry College	Loyola University Chicago	University of Portland
Biola University	Loyola University in Maryland	University of San Francisco
Bowdoin College	Macalester College	University of Scranton
Buena Vista University	Marquette University	University of St. Thomas
Campbellsville University	Maryville College	Ursinus College
Carleton College	McKendree University	Utica University
Central Christian College of Kansas	Messiah University	Virginia Wesleyan University
Central College	Millikin University	Walla Walla University
Cleveland Institute of Music	Misericordia University	Walsh University
College of the Holy Cross	Morehouse School of Medicine	Westminster College
DePaul University	Mount Saint Mary's University	Whitworth University
DePauw University	Mount St. Joseph University	Wilkes University
Dickinson College	National Louis University	William Jessup University
Drexel University	New England College of Optometry	William Peace University
Eastern University	Northwestern College	Xavier University
Endicott College	Pepperdine University	Xavier University of Louisiana
Evangel University	Pomona College	York College of Pennsylvania
Fairfield University	Providence College	
Fairleigh Dickinson University	Randolph-Macon College	
Faith Baptist Bible College and Theological Seminary	Rhode Island School of Design	
Gannon University	Saint Ambrose University	
Georgian Court University	Salve Regina University	
Gonzaga University	Sarah Lawrence College	
Grand View University	Scripps College	
Hampden-Sydney College	Shenandoah University	
Harcum College	Smith College	
Hollins University	Southern Methodist University	
Holy Family University	Spring Arbor University	
Indiana Institute of Technology	Thomas College	
	Trevecca Nazarene University	



Cost-Effective

We offer an affordable solution to your survey data needs for a competitive price of just **\$795**.

Independent Colleges and Universities Executive Compensation and Benefits Survey

No Cost	Survey Submission
\$795	Participating Organizations
\$2,500	Non – Participating Organizations

Participating institutions receive over 60% off

Survey Dates

Data Effective Date: 10/1/2025

Submission Due Date: 12/12/2025

Survey Results Published: Week of 2/23/2026

Contact Us

To learn more about our Independent Colleges and Universities Executive Compensation and Benefits Survey or to participate, please contact our survey group at survey@pearlmeyster.com.

You will be assigned a dedicated account manager who will be available to walk you through the survey submission process, making it easy to integrate and match your information with our database. Our account managers have several year of survey experience, ensuring you the highest level of data quality and integrity.

Your account manager will email you a link to the submission materials, your log-in credentials, and instructions on how to complete and return your survey data.

By email:

survey@pearlmeyster.com or
benji.sheiffer@pearlmeyster.com

By phone:

ask for the survey group from our general number
508-460-9600 or call Benji Sheiffer at (508) 630-1503.



Rebecca Toman
Vice President,
Survey Business Unit



Nana Adu
Associate Account
Manager



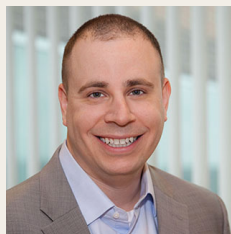
Dan Besser
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Survey Account Manager



Jordan Gagnon
Survey Project Manager



Andrew Guigno
Survey Operations
Manager



Benji Sheiffer
Survey Account Manager



Rhonda Snyder
Senior Survey
Account Manager



Veronika Valcheva
Survey Account Manager

Why Pearl Meyer Surveys?

Our Commitment to Quality

We are committed to providing you the highest standard of quality reporting. Our rigorous quality assurance process includes:

- + Review of quality assurance reports to help clarify input and identify discrepancies.
- + Thorough cross check of data; comparison to previous years' data; and identification of data outliers.

Secure Data Submission and Confidentiality

The survey is administered using an excel template for the collection of the survey data. Cyber security is a top priority for all colleges/universities, and you can have peace of mind knowing that our secure system ensures that your data will be uploaded into a safe environment and remain confidential.

Concerned about the confidentiality of your data and how it's shared in the survey results report?

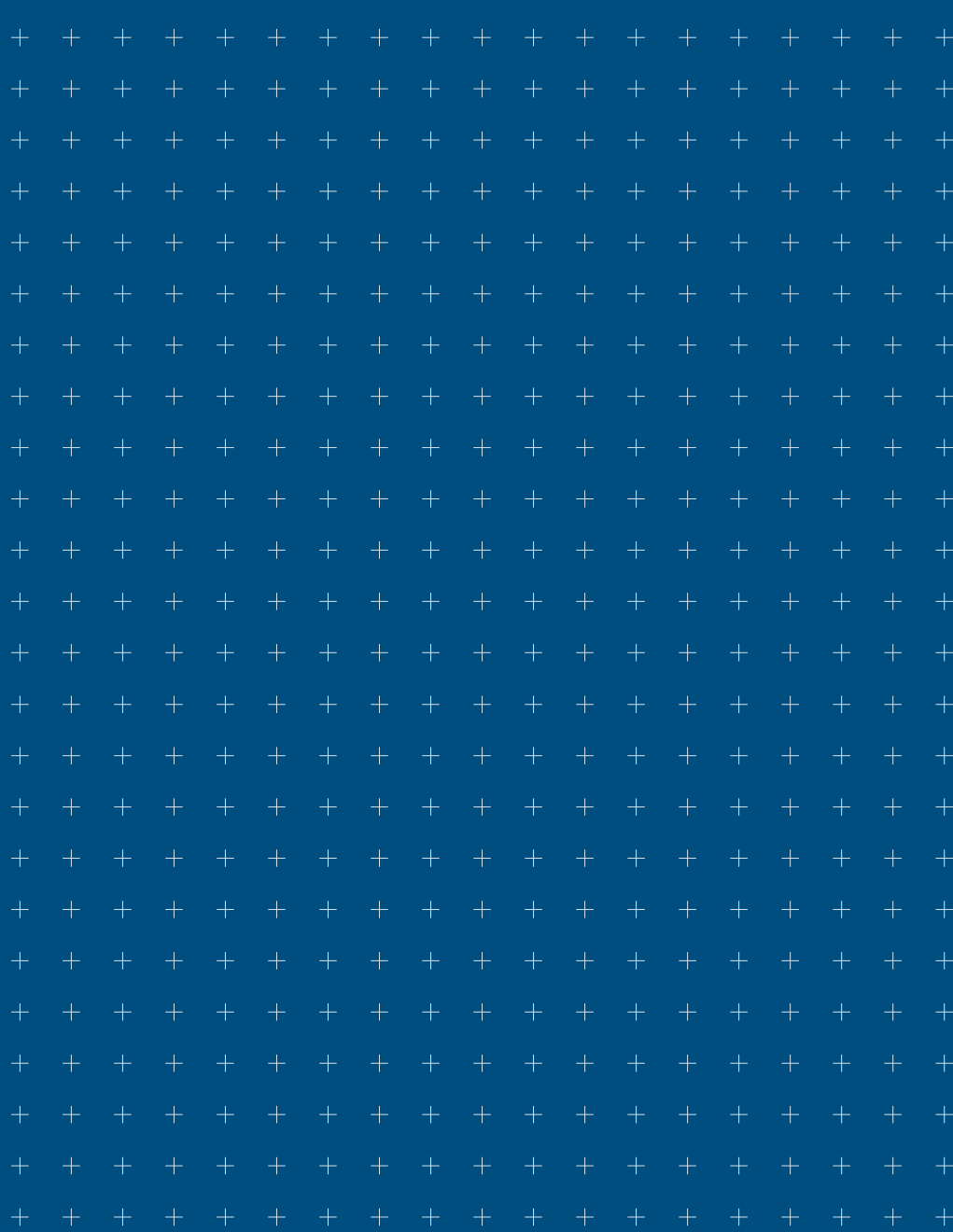
- + All data is reported in summary form only.
- + No data is reported for any job at any level where there are less than five institutions matching.

About Pearl Meyer

pearlmeyer.com 

Pearl Meyer is the leading advisor to boards and senior management helping organizations build, develop, and reward great leadership teams that drive long-term success. Our strategy-driven compensation and leadership consulting services act as powerful catalysts for value creation and competitive advantage by addressing the critical links between people and outcomes. Our clients stand at the forefront of their industries and range from emerging high-growth, not-for-profit, and private organizations to the Fortune 500.





For more information on Pearl Meyer,
visit us at www.pearlmeyer.com or
contact us at (212) 644-2300.

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